

Q¹²® IMPACT ENGAGEMENT INTERVIEW

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GALLUP UNIVERSITY

ENGAGEMENT INTERVIEW:

Q01. KNOW WHAT'S EXPECTED

QUESTIONS TO ASK

NOTES

1 What have been your main successes at work over the last 6 months?

2 What do you think will be your successes over the next 6 months?

3 How will these successes contribute to the overall organization?

4 How can I help you achieve these successes?

THINGS TO REFLECT UPON

How clear is this person about what has been achieved and what is going to be achieved?

Are his or her expectations realistic?

Are his or her expectations in line with what you expect as the manager?

Is this person clear about the difference his or her work makes to the organization?

ENGAGEMENT INTERVIEW:

Q02. HAVE MATERIALS & EQUIPMENT

QUESTIONS TO ASK

NOTES

1 Thinking about the work you do, is there anything you need that would help you do your work better?

2 How would this help?

3 How much difference would it make?

4 How could we measure this difference?

THINGS TO REFLECT UPON

Are there obvious issues that seem to get in the way of this person doing their work better?

Is he or she clear about how improvements in materials and equipment will drive outcomes?

ENGAGEMENT INTERVIEW:

Q03. OPPORTUNITY TO DO BEST

QUESTIONS TO ASK

NOTES

1 What do you really like about your work?

2 What aspects of your work do you think you do really well?

3 Are there things you are expected to do at work that you don't like or find difficult?

4 How can I help you with these?

THINGS TO REFLECT UPON

How close a fit is this person for this role?

Does he or she excel in critical areas where you need him or her to make a difference?

What "blind spots" does this person have?

How can you help adjust this person's role to better suit him or her?

ENGAGEMENT INTERVIEW:

Q04. RECOGNITION

QUESTIONS TO ASK

NOTES

1 When you achieve success at work, how do you like to be recognized?

2 Whom do you want to know about your achievements?

3 As you look ahead to the next 12 months, what recognition would you like to achieve?

4 How can I help you achieve that recognition?

THINGS TO REFLECT UPON

What kinds of recognition might work best for this person?

How could you plan to ensure this person is recognized for what he or she does?

ENGAGEMENT INTERVIEW:

Q05. CARES ABOUT ME

QUESTIONS TO ASK

NOTES

1 Do you have any strong partnerships at work?

2 Are there some people who seem to bring out the best in you?

3 Are there some people whom you tutor or mentor?

4 How do you like to be supported in your work?

5 Will I need to ask or will you always tell?

THINGS TO REFLECT UPON

Does this person need others in order to be successful?

How close will this person get to others at work?

What active mentoring relationships is this person engaged in?

How can you extend the opportunities for this person to connect better with others?

How closely and how regularly should you connect with this person?

ENGAGEMENT INTERVIEW:

Q06. DEVELOPMENT

QUESTIONS TO ASK

NOTES

1 How often should you and I meet to discuss your progress?

2 What areas of your work would you like to improve?

3 What's the best way for you to learn these things?

4 In what areas of work do you think you could make the greatest contribution?

THINGS TO REFLECT UPON

What are this person's learning needs?

How realistically do these needs align with the needs of the organization?

How could you help this person satisfy these needs?

What opportunities exist to give this person more responsibility?



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